

Cook County Employee Assistance
Program: It is a free and confidential
counseling service for employees of
Cook County and their families. It
assists in screening and referring clients
to appropriate community agencies and
provides supportive services directly.
The service also provides consultation
to management on how to deal with
issues relating to violence in the
workplace.

AFSCME Personal Support Program: Union members can take advantage of this confidential program for free screening and referral services.

For more information on the County's Violence Policies, or to schedule a training or request materials, contact the Cook County Commission on Women's Issues at 312/603-4288

RECOGNIZE * RESPOND * REFER

THE COOK COUNTY BOARD OF COMMISSIONERS

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YOU CAN OBTAIN THE
COUNTY'S POLICIES ON
DOMESTIC/SEXUAL AND
WORKPLACE VIOLENCE
FROM THE COOK
COUNTY COMMISSION
ON WOMEN'S ISSUES AT
312/603-4288
OR THE COOK COUNTY
BUREAU OF HUMAN
RESOURCES
312/603-3300

YOU CAN OBTAIN THE ILLINOIS DOMESTIC VIOLENCE ACT VICTIM INFORMATION FORM AT

W W W . I L L I N O I S A T T O R N E Y G E N E R A L . G O V / W O M E N / I D V A . H T M L

COOK COUNTY

Domestic/Sexual and Workplace Violence Policies

Information and Resources

When the Threat of Violence Impacts the Workplace, there's help available!

IMPORTANT PHONE NUMBERS:

Cook County Employee Assistance Program
(EAP) 312-603-1290

AFSCME Personal Support Program (PSP)
800-647-8776

Hospital Crisis Intervention Project
312-864-1095

Chicagoland Domestic Violence Hotline
877-863-6338

National Domestic Violence Hotline
800-799-7233

Chicagoland Rape Crisis Hotline
888-293-2080

Domestic Violence Order of Protection
312-325-9000



President Toni Preckwinkle

FACTS AND STATISTICS:

- Each week in the US, an average of 18,009 people are assaulted.
- 1.7 million people annually fall victim to violent crime in the workplace.
- Government employees have greater numbers and higher rates of assault than private sector employees.
- Homicide is the second leading cause of death in the workplace.
- Workplace Violence is committed by the following: 60% strangers, 35% acquaintances, 4% unknown, and 1% intimate partners.
- Workplace Violence makes up nearly 20% of all violent crimes.
- 12.7% of all female violent crimes (rape, sexual assault, non-sexual assault, robbery) were committed while the victim was at work.
- Domestic Violence is a Crime: Any person who hits, chokes, kicks, threatens, harasses or interferes with the personal liberty of another family or household member has broken the Illinois domestic violence law.

WORKPLACE

RESPONSIBILITIES

Employers have a responsibility to their employees and the public to educate and inform regarding potential threats in the workplace. Everyone is entitled to a secure and safe working environment. As a Cook County employee, you are no exception. Cook County is committed to providing a safe and healthy workplace for its employees and the members of the general public which it serves.

TYPES OF VIOLENCE

Domestic Violence: A learned pattern of physical verbal, sexual or emotional behavior used to dominate and control. It occurs within all ethnic, religious and economic groups. The partners may be married or not, homosexual or cohabitating, have a child in common or related by blood.

Sexual Violence: The use of sexual actions or words that are unwanted by and/or harmful to another person. It is based on a continuum with sexist language and harassment on one end and rape and murder on the other.

Specific forms of unwanted contact may include: grabbing, fondling, verbal threats, sexual harassment and sexual violation.

Workplace Violence: Violent acts including physical assaults and threats of assault directed toward persons at work or on duty. The spectrum of violence ranges from offensive language to homicide.

For Employees:

- Receive free confidential counseling.
- Request information on the policies referenced in this brochure, including VESSA (Illinois Victims Economic Security and Safety Act).
- Encourage development of a departmental workplace safety plan.
- Obtain referrals to a broad range of services in the community.

Steps to Prevent Violence:

Be familiar with the County's Workplace Violence and Domestic and Sexual Violence Workplace Policies, as well as the Bureau of Human Resources Rules and Regulations regarding violence in the workplace.

Obtain copies of the County's Violence policies or other related information by contacting the Cook County Commission on Women's Issues at 312/603-4288.

Take immediate and appropriate action, such as, reporting potentially violent situations to your department head and / or other appropriate personnel.

Reach out to employees who you think may be involved in domestic, sexual or workplace violence. Distribute information and phone numbers for domestic and sexual violence hotlines, the EAP and PSP to all employees.

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